

agile  **HR**
ANALYTICS

ENABLING DATA-DRIVEN HR

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OUR MISSION

Our mission is to help organizations build a data-driven culture

THE PROBLEM

Existing HR Reporting systems within enterprise businesses do not provide the level of visibility, clarity & actionability needed to make good decisions.

They are not fit-for-purpose, and most of them only cover operational reporting.

THE SOLUTION

We provide tailor-made HR reporting solutions that enable HR leaders to make data-driven decisions by transforming data into actionable insights to nurture their biggest asset: their people.

Our cutting-edge data analytics & AI solutions will take your HR performance to new heights and maintain a competitive edge



Your enterprise solution for human resources reporting.

1. Gather Data

Gathering data can be a frustrating experience. We want to make that straightforward, so we designed our data integration to draw information from internal and external sources that are structured and unstructured. This broad view sets the foundation for effective HR data analytics.

2. Reveal Insights

Reading the data can be tricky. Our expert approach is to bring together the right technology and business/domain knowledge and help to reveal findings and insights in one place. This helps your organisation make data-driven decisions.

3. Take Action

It's all about driving business outcomes. We want to accelerate the implementation and adoption of a winning HR strategy to benefit your organization.

Common challenges we know clients face with HR & people analytics.



Lack of strategic insights: Users struggle to find useful insights to drive strategic decision-making.

Low or no integration : Not all solutions are created equal, and many have difficulty fully integrating into existing systems.

Low or no visibility: Lack of clear visibility of the full employee's lifecycle in one place.

Poor reporting functions: Difficulty with reporting functionalities such as grouping of divisions or merging data groups.

IT support required: Managing and customizing dashboards often need IT support.

Business logic changes: New calculations are not easy to add - e.g., employee's attrition rate or updating a business rule

Oversimplified dashboards: Lack of comprehensive dashboards to view advanced reporting such as attrition prediction, diversity and more.

No customizable options: The solution can't be changed to meet your unique needs.

Implementation time & cost: Generally long and costly.

What makes Agile HR Analytics different?

Single reporting environment: All your data in one place.

Fast and easy: Quick deployment within few weeks, intuitive and easy to learn.

Fully Hosted in Your Own Environment: HR data is very sensitive, and we prefer to keep it securely within your own environment

Minimal IT configuration: Easy to set up, and low support needed with self-service analytics.

Multiple data sources: Data, from all HR and other business sources, in one view.

Flexible security: Customize and manage what each user can see.

Tailored to Your Organizational Needs: Build standard taxonomy, hierarchies, business rules and calculations according to your requirements.

Subscription model: Simple and reasonable subscription plan.

Immediate value: See impactful results in a flash!

Gain a Full View of Your Employees' Life Cycle

Recruitment



1

Hires



2

Diversity & Inclusions



3

Salary Analysis



4

HR Profiles & Trends



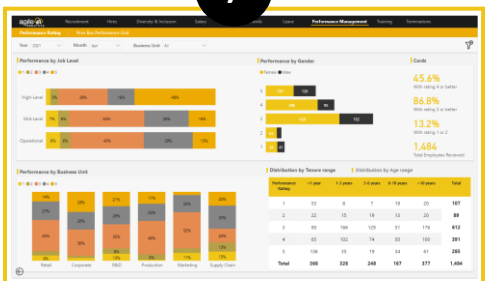
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6



Leave Analysis

7



Performance Management

8



Training Analysis

9



Termination Analysis

One reporting dashboard to rule them all!

A 360' View of Your HR Data

One-stop shop for Human Resources, People and Culture, or whatever you call it!

Flexible and Customizable Reports

Simple to customize reports and add your calculations such as cost per hire, attrition rate, etc.

Easy to Use and Manage

Full cloud-based solution, based on Microsoft Power BI.



Why Choose Agile HR Analytics?



No More Complexity!

Our solution utilises easy to access dashboards, making insights readily available from complex data sources.



Full Visibility

Gain a holistic view of the entire organization with structured reporting across teams.



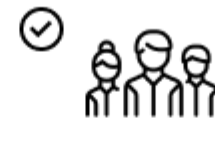
Strategic Decision Making

Transform data into actionable insights. Help attract, manage, and retain employees to save time and increase productivity.



Security

Control permissions, protect integrity and respect confidentiality all within the one solution.



Transparency

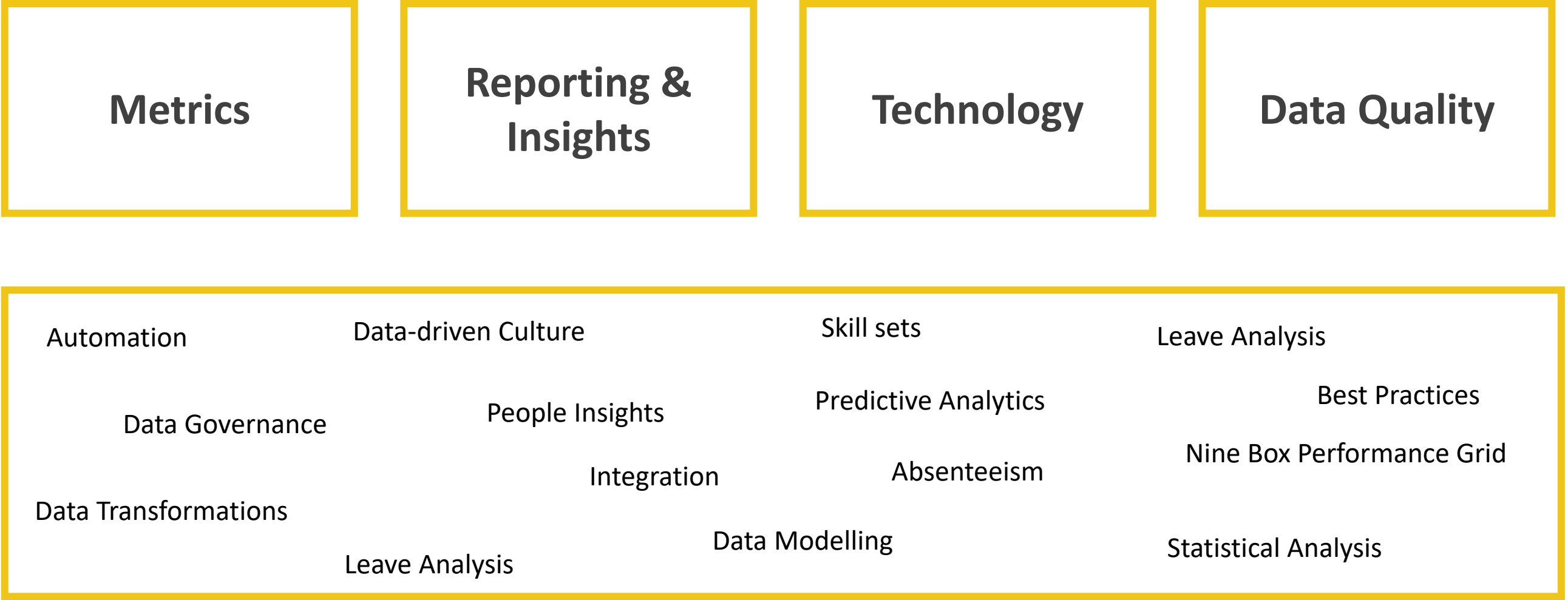
Get crystal clear and leverage your data to develop new hiring, retention and talent managing tactics.



Customize

Customize the solution depending on your needs (and brand!) to maximise your business benefits.

Deliverables for Agile HR Analytics



How you can be Data-Driven by Agile HR Analytics



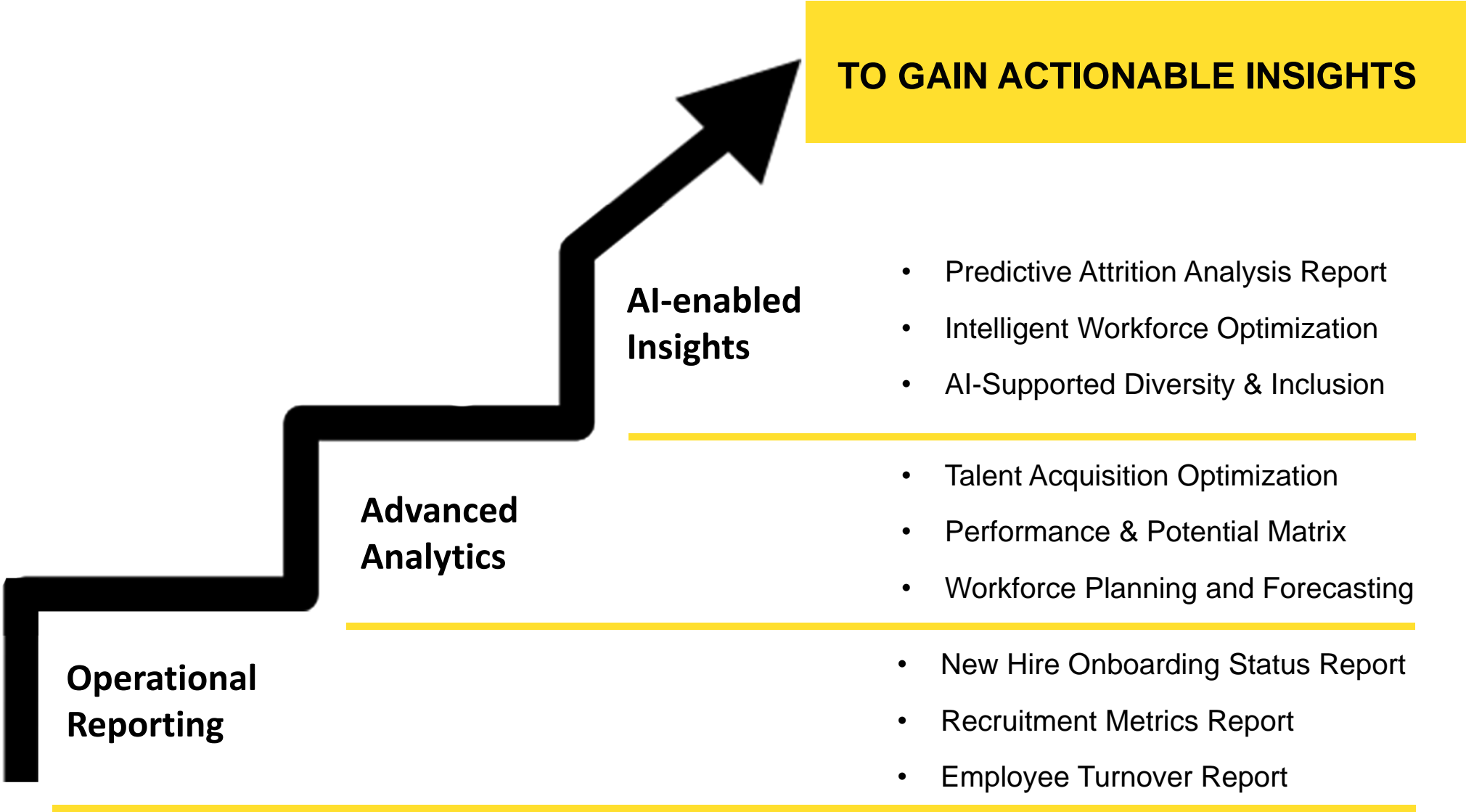


ADVANCED FEATURES

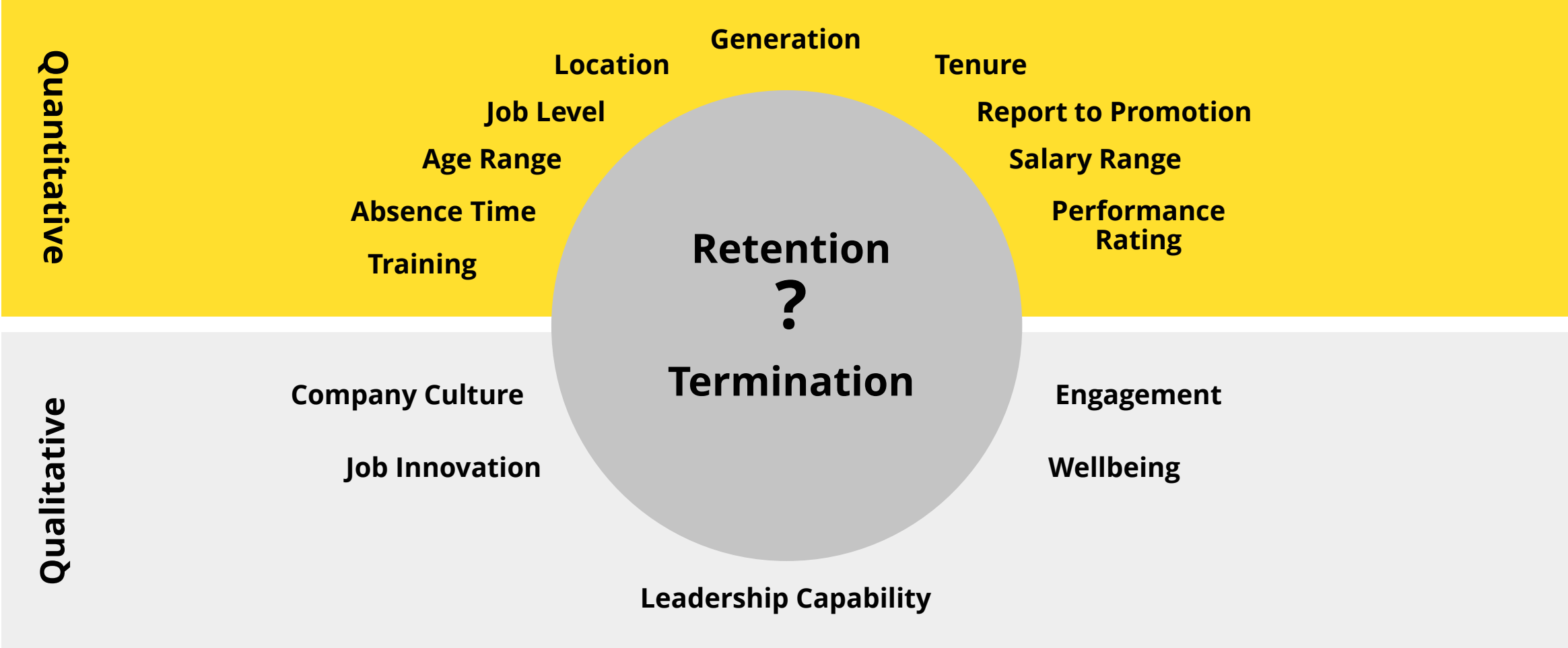
Agile HR Analytics + AI

Take Your HR Data Further

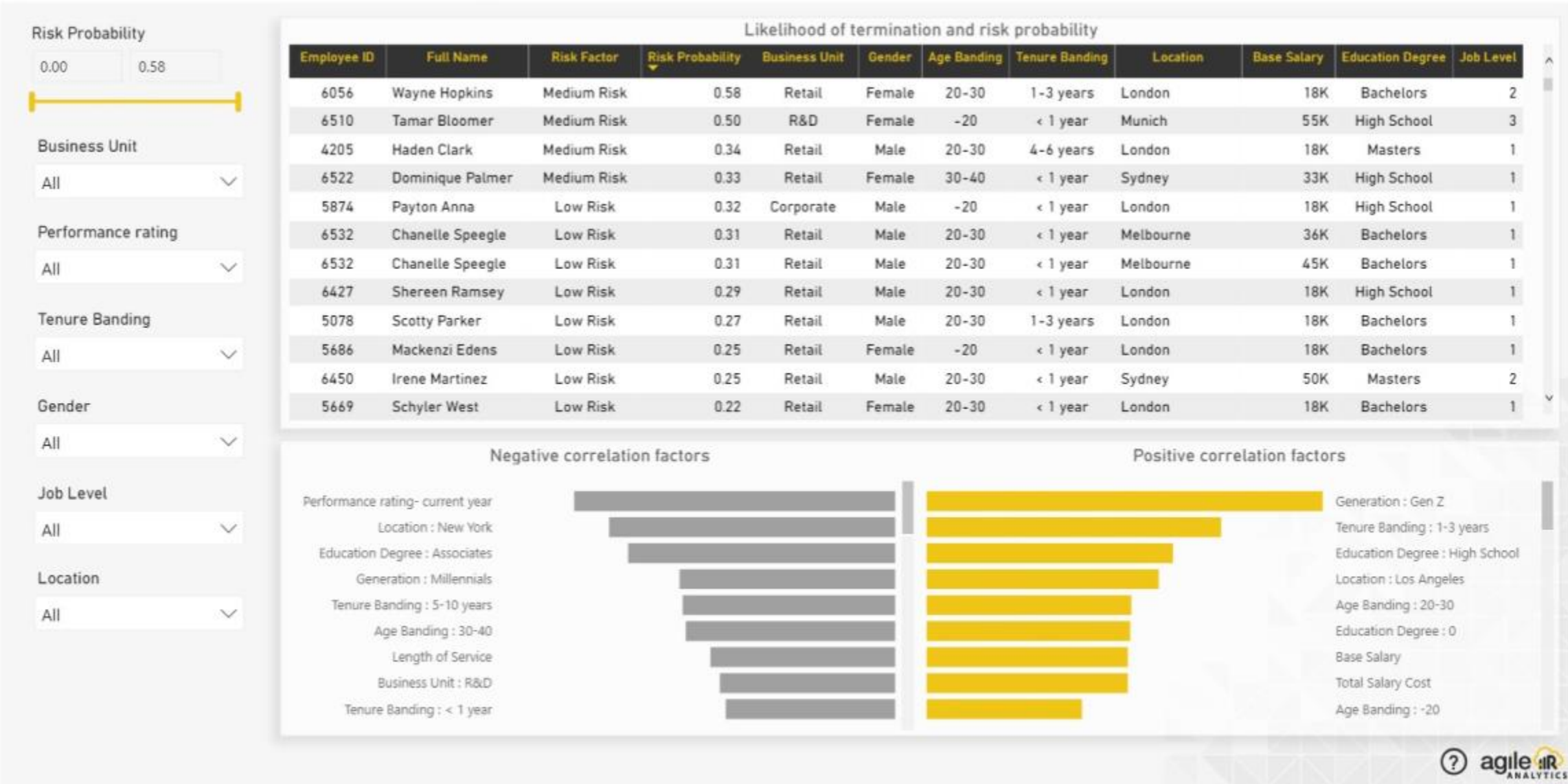
From Operational Reporting to Advanced Analytics



Reveal Reasons for Staff Retention



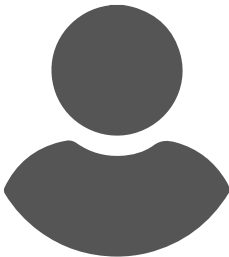
Attrition Predictions



Drill Down with Attrition Risk Profiles

High Risk Employees

Name	Attrition Risk	
Michael Harris	29%	<div></div>
Julie Barton	28%	<div></div>
Neil Bar	27%	<div></div>
Jack Lu	23%	<div></div>
Christian Deck	21%	<div></div>
Carly Johnson	20%	<div></div>
Tiffani Chris	18%	<div></div>
Taylor Swift	16%	<div></div>
Hari Ford	15%	<div></div>
Scott Hamilton	13%	<div></div>



Top drivers of attrition risk

Business Unit: Data Analytics
Tenure: 2 years
Age: 29
Location: Sydney
Absenteeism: 2.1%

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AI-Driven Insights with ChatGPT

agile hr analytics

Executive Insights

Recruitment

Hires

Diversity & Inclusion

Salary

HR Profile & Trends

Performance Management

Leave & Availability

Terminations

Training

HR at a Glance

Exec Dashboard

Salary Cost Distribution

Scorecard 1

Scorecard 2

Magic 4 Boxes - New Starters


Magic 4 Boxes - Leavers

Year 2023

Month Feb

Business Unit All

Workforce




1,944

YoY: ▲ 20.52%

YTD: ▲ 1.94%

FTE




1,808

YoY: ▲ 20.94%

YTD: ▲ 2.54%

Female Leadership




40.4%

YoY: ▲ 9.69%

YTD: ▼ -2.78%

Voluntary Attrition




1.1%

YoY: ▼ -0.55%

YTD: ▼ -0.01%

First Year Attrition (Rolling 12 Months)




1.0%

YoY: ▲ 0.43%

YTD: ▲ 0.10%

Annual Leave Liability




\$19.4M

YoY: ▲ 8.14%

YTD: ▲ 0.76%

Pay Gap Index




10.7%

YoY: ▼ -32.26%

YTD: ▼ -10.80%

Absenteeism




7.6%

YoY: ▲ 0.42%

YTD: ▼ -0.36%

Training Investment



\$435.4K

YoY: ▲ 3.14%

YTD: ▼ -37.49%

AI Generated Insights

After analyzing the provided data, the following patterns and suggestions can be made:

1. Workforce Growth: The total workforce has seen a significant year-over-year growth of 20.52%. However, the year-to-date growth has been marginal at 1.94%. This suggests that efforts should be made to sustain the growth rate throughout the year.

2. Female Representation in Leadership: The percentage of females in leadership positions is currently at 40.4%, which is a positive sign. However, there is still room for improvement, and efforts should be made to achieve greater gender diversity in leadership.

3. Low Attrition Rate: The voluntary attrition rate and first-year attrition rate are both very low at 1.1% and 1.0% respectively. This indicates that the company has a good retention strategy in place and should continue to focus on employee engagement and retention.

4. Leave Liability and Absenteeism: The annual leave liability is at \$19.4M, which is a considerable amount. This suggests that the company should review its leave policies and ensure that employees are encouraged to take time off to avoid long-term liabilities. Additionally, the absenteeism rate is at 7.6%, and efforts should be made to reduce it.

Text to voice

Agile HR Analytics



INTEGRATIONS

Live data, straight from your existing systems

Interactive Reporting with Microsoft Power BI

The Agile HR solution - built on the powerful Microsoft Power BI - is a self-service business intelligence and reporting tool.

As a drag-and-drop interface you can pull in existing data from multiple sources onto the visualization of your choice.

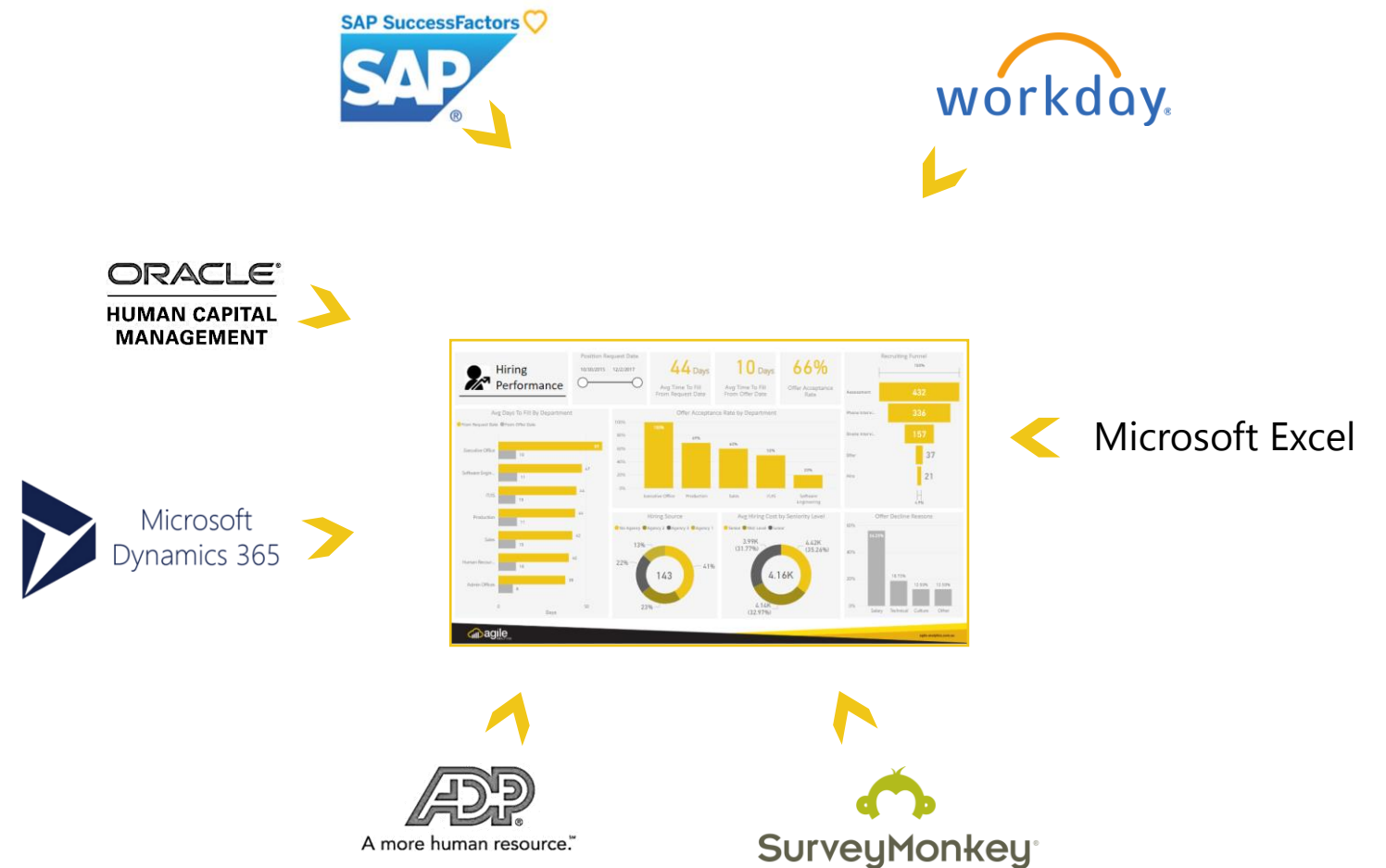
Hit the ground running by connecting your data with our fully developed solution to make analyzing your HR data easy.



Connect to your HR systems

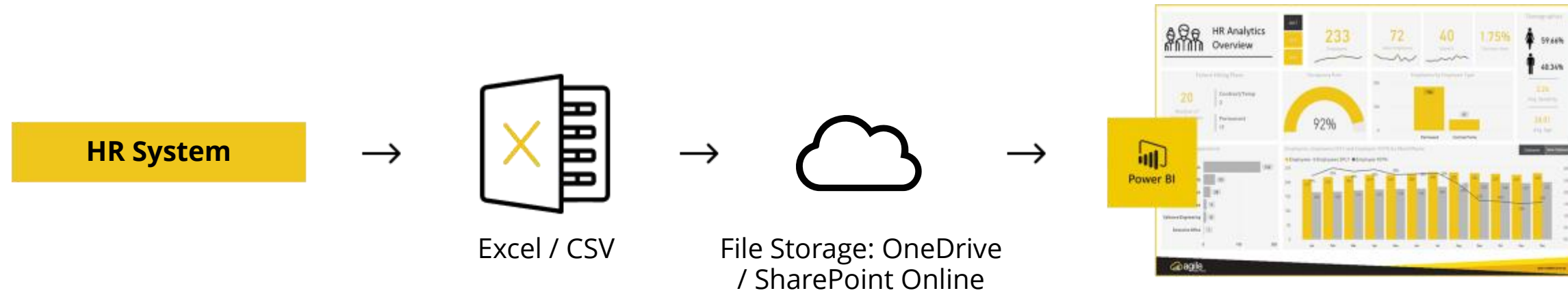
- Microsoft Power BI can **integrate** with other systems and data sources, including:
- Workday
- Sap Success Factors
- Microsoft Dynamics 365
- Oracle HCM
- Microsoft Excel
- Survey Monkey
- ...and more

Avoid the hassle, get up to speed quickly and work with your **existing HR data**.

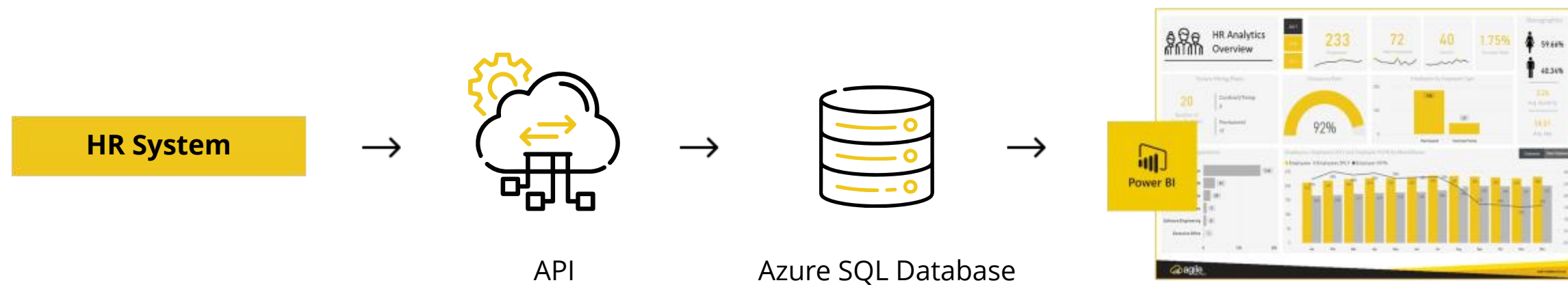


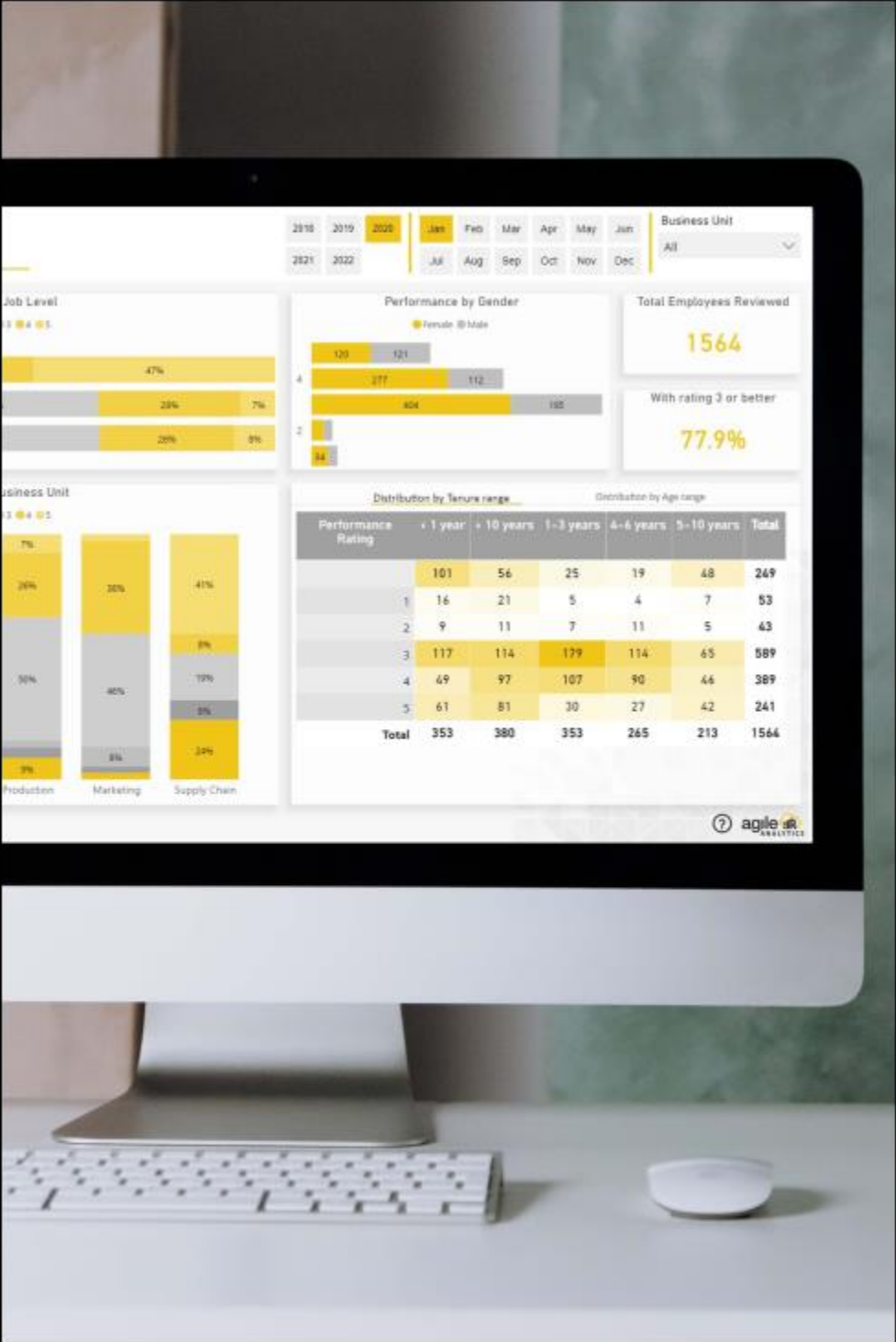
Integration options / phases

1) DPA: Digital Process Automation



2) API / Database Integration





LICENSING OPTIONS & INCLUSIONS

Plans to suit your specific needs

	Basic	Professional	Advanced
Summary Dashboard	●	●	●
Diversity	●	●	●
Employee Profile	●	●	●
Salary Analysis	●	●	●
Departments / Business Units	●	●	●
Historical & Trends	●	●	●
Performance Analysis	●	●	●
Employee Profile	●	●	●
Product Support	●	●	●
Leave Analysis	✕	●	●
Absenteeism	✕	●	●
Termination Analysis	✕	●	●
Attrition Analysis	✕	●	●
Recruitment Analysis	✕	✕	●
New Starters Analysis	✕	✕	●
Hiring	✕	✕	●
Great Resignation	✕	✕	●
9-Box Performance	✕	✕	●
Attrition Prediction	✕	✕	●
Diversity Prediction	✕	✕	●
AI-enabled features	✕	✕	●

Implementation Steps

Ready to get started?

Once you've selected the right plan to suit your organization, we can assist you with implementation in one of 3 easy steps:

Exploration Workshops

Designed to quickly capture your organization's current state and goals for the future

Assisted Integration & Customization

Allow us to assist and provide consulting and support services for data integration and customization

Ongoing Monthly Support

Set up and ongoing support with a monthly subscription

“They inspired and aligned our team behind a common vision of the outcomes we want to achieve, and the steps we needed to take to get there.”



HR reporting solution for a global fashion and cosmetics retailer.

About the company

A European based online fashion and cosmetic retailer primarily aimed at young adults. The website sells over 850 brands as well as its own range of clothing and accessories, and ships to all 196 countries from fulfilment centres in the UK, USA and Europe.

The Challenge

The Online Fashion and Cosmetics Retailer needed an end-to-end HR Analytics solution, for data storage and reporting which would remove many of its manual processes and templates and give its leaders insight into its People Data.

The Solution

Automating the HR Data Analysis process

Agile Analytics delivered a solution that compiled HR data from different platforms and imported the data into Microsoft Power BI, that generated intuitive and interactive dashboards. We were able to deliver a detailed analysis of employees, diversity, demographics, departments, history and trends, absenteeism, salary, performance rating, leavers, attrition, future starters and future leavers, position-based headcount and approved vacancies.

The Result

This Online Fashion and Cosmetics Retailer now has a solution which provides extensive insight into employee data, reducing vulnerability, assisting forward planning and saving countless hours of managing manual processes.

CASE STUDY

Revitalizing HR Analytics in a Global Biopharmaceutical Company with Agile HR Analytics

About the company

Operating on a worldwide scale, the company is a well-established biopharmaceutical company with a vast network of employees, contractors, and managers.

The Challenge

The organization confronted substantial hurdles concerning their HR data. Managers lacked the crucial insights required for decision-making, and generating vital reports took months, involving significant IT & HR resources. Despite utilizing internal and external programmers and data specialists for two years, the desired HR Analytics for evidence-based leadership remained elusive.

The merger with another major corporation added to the complexity of the disconnected data sources. As the company once again set its sights on HR analytics capabilities, it became vital to keep their confidential HR data secure.

"We tried for 2 years to work with our internal IT experts to get managers the report they needed. We were about to sign up with another company that costs hundreds of thousands of dollars more on a 6-to-12-month project that would have delivered less."

The Solution

In less than 8 weeks, Agile HR Analytics provided the much-needed management reports. Operating entirely within the company's secured tenant, Agile HR guaranteed 100% data security, building trust and confidence. Personal employee data was thoroughly masked, providing secure analytics for managers across varying levels and locations.

The Result

Implementing Agile HR's unique and scalable data model, AI powered data transformation with advanced analytical dashboards allowed the company to extract previously unattainable value.

As the CHRO noted, "I've worked at far larger mature companies, but this is the first time I've had this type of data and insights at my fingertips. I'm thrilled with this foundation. The power of this data and insights in real-time will unlock a ton of potential in how we can leverage our people analytics power to drive better business impact!"

DHL required better reporting for their HR data.

About the company

DHL is a German delivery, logistics and packaging company operating globally in the competitive mail service industry.

The Challenge

Their existing reporting pack was based on static files and it was hard to read and understand. It was created manually which was time-consuming and the process was prone to errors.

The Solution

New flexible, scalable and fully integrated reporting platform built on Azure and Power BI

Our Agile HR Analytics Solution built on Power BI were implemented to replace their static reports. An automated schedule refresh was implemented to streamline the process. Row-level security was implemented to handle the access for each team member and at each level of management.

The Result

The interactivity, ease of navigation and automated data refresh delivered immediate value to the business and raised excitement amongst the HR managers. Data was refreshed and their questions could be answered immediately.



FARAH AMNA - HR BUSINESS PARTNER AT DHL

"As an HR business user who is always looking for ways to present data in a more concise and clear way, I have found Agile Analytics Power BI HR dashboard templates broaden my understanding of how to develop and design Power BI dashboards for my organization's HR department."

"The visualizations are a part of the learning cycle I clearly needed. Highly recommended."

"Definitely one of the best and well worth the money."

FAQ

Pricing & Licensing

Q: Is the license fee a one-off cost or on an ongoing basis?

A: The license fee is a subscription paid annually. We also have the monthly direct debit option available.

Q: Is the consulting fee a one-off cost or on an ongoing basis?

A: The consulting fee is a one-off cost. If you require ongoing support, maintenance, and enhancements, a monthly fee can be discussed for a support agreement.

Q: What Power BI license do we need?

A: You need to have Power BI license which comes with Office 356 E5, or you can purchase Power BI Pro license for each Power User (people who will build new reports). You can use Power BI Premium which is a cost-effective option if you have more than 300 end users. We can provide guidance for the best licensing options as part of the implementation. Here is the comparison of the [Power BI license options](#).

Q: What do I need to provide to receive the quote for the implementation?

A: List of the source system(s), data size, required data refresh frequency (e.g. daily, monthly), preferred integration method (DPA, API, or data warehouse), and if you need to create new reports or just to customize the existing dashboards.

Privacy & Security

Q: Will the data be hosted in your environment?

A: No, all data will be hosted in your own environment.

Q: Will data be secure?

A: Yes, in addition to the reports, security at row-level (RLS) will be implemented to enable setting up access for each user/role.

Technology

Q: Is there a dependency on the vendor after the implementation?

A: No. The solution is based on Power BI – which is a cloud-based service by Microsoft. There is no dependency on any other platform or software, but you need to have a Power BI license from Microsoft.

Q: Can we make any changes to the data model, field names, logic, reports, etc.?

A: Yes, you can make any changes that you want with no restrictions from us.

FAQ

Data Integration and Automation

Q: What are the integration options with the data systems?

A: There are 3 options:

- DPA: we use a simple digital process automation (DPA) that will extract data to CSV/Excel files with our pre-defined templates, save them into a cloud-based storage like OneDrive or SharePoint Online, and load them into Power BI.
- Database connection, if you store data in a database or data warehouse, we can connect to it.
- API's integration with Workday, ADP, Dynamics 365, etc.

Q: Which integration option is quicker/more affordable?

A: DPA is a file-based integration that is a simple and quick solution - yet secure and scalable. In this option we use an automated process to extract data in form of CSV from your HR system (such as Workday). This can be implemented within 4-6 weeks.

Q: How easy it is to do the data integration?

A: We offer consulting services to efficiently connect it to your source systems, tailor reports to your needs, and automate processes within your environment. Our pre-built templates expedite delivery and reduce costs, ensuring a seamless and cost-effective experience.

Customization

Q: Can we have our own branding?

A: Yes. You may do it yourself if you know Power BI, or we can help you with branding and customization.

Q: Who can do the customization, e.g., adding new calculations and business logic?

A: You can do it yourself if you know Power BI / DAX, or we can help you with that. We will provide you with a list of all data items and calculations as part of the data dictionary so you can review and make updates if required.

Q: Can we change the visualization/reports?

A: You can easily make changes to visuals by selecting different chart types, dragging and dropping the visuals in Power BI. The instruction videos are available. We can also help you with that as part of the implementation.

FAQ - what are the essential data items for these reports?

- Employee ID
- Gender
- Date of Birth
- Hire Date
- Employment Status (Employee Type)
- FTE
- Full time/Part time
- Job Title
- Division, Function, or Business Unit
- Job Level
- Location
- Base Salary
- Total Salary Cost
- Referral
- Termination Date
- Termination Category

By **Essential Fields** we mean the fields that you need to provide to get the most out of **Agile HR Analytics Package**.

We used these fields in our dashboard and if (for any reason) you cannot provide some of the essential fields, you may miss some of the visuals or reports that we already have in our package.

You may need to replace them with the fields you have in your data base or change the visual type that we used in our package.



Get in touch with us.



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